

Aboriginal and Northern Affairs

**Annual Report
2008-2009**

Manitoba 





**MINISTER OF ABORIGINAL AND NORTHERN AFFAIRS
MINISTER RESPONSIBLE FOR
COMMUNITIES ECONOMIC DEVELOPMENT FUND**

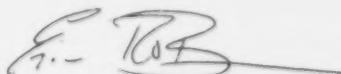
Room 344
Legislative Building
Winnipeg MB R3C 0V8
CANADA

His Honour the Honourable Philip S. Lee, C.M., O.M.
Lieutenant Governor of Manitoba
Room 235, Legislative Building
Winnipeg, MB R3C 0V8

Your Honour:

I have the privilege to present for your information the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2009.

Respectfully submitted,



Eric Robinson
Acting Minister



Manitoba



Deputy Minister of Aboriginal and Northern Affairs

Room 350
Legislative Building
Winnipeg MB R3C 0V8
CANADA

Honourable Eric Robinson
Acting Minister
Aboriginal and Northern Affairs
Room 344, Legislative Building
Winnipeg, MB R3C 0V8

Dear Minister:

I have the honour and privilege of presenting the Annual Report of the Department of Aboriginal and Northern Affairs for the fiscal year ended March 31, 2009. I am pleased to report that the Department continues to make significant progress on our four major priorities:

- i) Closing the Gap
- ii) Meeting Constitutional Obligations and Provincial Responsibilities
- iii) Community Development
- iv) Self-Determination

Aboriginal and Northern Affairs coordinated the input of other departments during the initial phase of the ten year Closing the Gap Initiative. As you know, that initiative is focussed on the priorities of Aboriginal health and well-being, education and early childhood development, housing and infrastructure, and economic opportunities. A framework for each of these priority areas was developed. Many departments have begun to develop and implement initiatives that supports Closing the Gap. For example, in education, gains were made in Aboriginal participation rates in early childhood education, graduation rates in schools and training programs. Progress was also evident in infrastructure and economic opportunities. These initiatives are expected to have positive long term impacts on the health and well being of Aboriginal communities.

The Department made progress on the priority to resolve provincial obligations through the negotiation and implementation of Treaty Land Entitlement. Under the existing TLE agreements, First Nations may select or purchase a total of 1,423,110. By the end of the fiscal year, March 31, 2009, Manitoba had transferred 458,481 acres or 31% of the total to Canada.

Consolidated Human Resources assisted the Department in developing and implementing the Training and Needs Assessment Project and delivered information sessions to all staff on the Employee Continuous Learning Development Program, - an employee driven competency-based program designed to align individual expectations and development plans with the Department's goals and objectives.

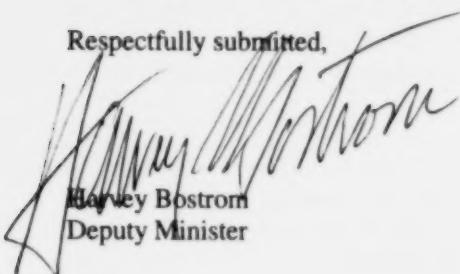
Aboriginal and Northern Affairs made progress in closing the gap in critical infrastructure and programs that impact on community health and safety. ANA provided communities with capital allocations for needed infrastructure upgrades and equipment as well as the necessary training with a priority on community health and safety. At March 31, 2009, the Department completed upgrades to 13 water treatment plants and work is in progress for another 6 for a total of 19 out of 37 water treatment plants. To year end, the Department also upgraded 16 of 27 wastewater treatment facilities.

Manitoba and the Manitoba Métis Federation came to an understanding on the terms and conditions regarding work on a Manitoba Métis Policy, which led to the signing of a participation agreement that will guide joint work on this priority. It is anticipated that the policy will enhance the relationship that exists between Manitoba and the MMF leading to increased effectiveness in the way that both broad government initiatives and devolved provincial programs are delivered. A phase of extensive consultation with Métis organizations and communities was initiated.

The Department, along with Manitoba Agriculture, Food and Rural Initiatives, Manitoba Health and Healthy Living, Manitoba Conservation and Healthy Child Manitoba, continues to address issues of food security and affordability in the north. Working with regional partners and approximately 30 communities, the Northern Healthy Foods Initiative has seen the development of 320 gardens, 13 greenhouses and the delivery of 271 freezers. The leadership and initiative of the Aboriginal and Northern Affairs and First Nations communities has been integral to our success. They have responded enthusiastically to this program as they see the obvious health benefits to their communities.

I would like to take this opportunity to thank you for your leadership and support for the many initiatives that includes enhancement of the education, health, housing, economic development and employment opportunities all of which contribute to the achievement of an improved quality of life for Aboriginal people and northern Manitobans. Our efforts in these areas contribute to the self-determination and sustainability of Aboriginal and Northern Affairs and First Nations communities.

Respectfully submitted,



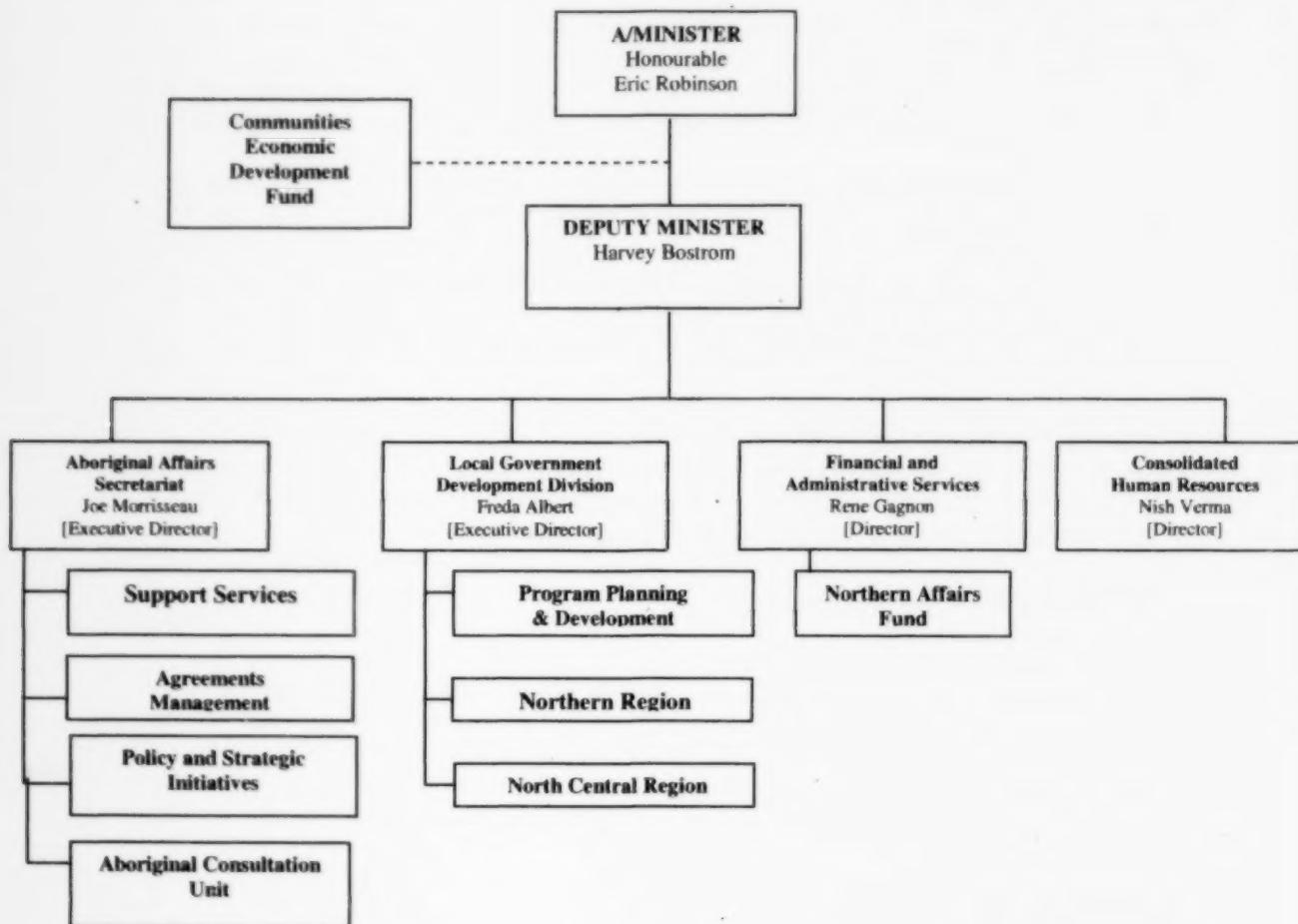
Harvey Bostrom
Deputy Minister



Table of Contents

TITLE	PAGE
Organizational Chart	1
Introduction	
Report Structure	2
Departmental Vision	2
Departmental Mission	2
Departmental Goals	2
Legislation Administered	3
Jurisdiction	3
Map	4
Executive Support	5
Aboriginal and Northern Affairs Operations	
Financial and Administrative Services	7
Northern Affairs Fund	14
Local Government Development	
Programs and Operational Support	16
Northern Region and North Central Region	19
Program Planning and Development Services	25
Aboriginal Affairs Secretariat	
Support Services	28
Agreements Management	29
Policy and Strategic Initiatives	33
Aboriginal Consultation Unit	40
Communities Economic Development Fund	43
Amortization of Capital Assets	44
Financial Information	
Reconciliation Statement	45
Expenditure Summary	46
Expenditure Summary by Main Appropriation	51
Five Year Expenditure and Staffing Summary by Appropriation	52
Revenue Summary by Source	53
Performance Reporting	54

Organization Chart Manitoba Aboriginal and Northern Affairs as of March 31, 2009



Introduction

Report Structure

This Annual Report is organized in accordance with the departmental appropriation structure which reflects the Department's authorized votes approved by the Legislative Assembly. The Report includes information at the Main and Sub-Appropriation levels relating to the Department's objectives, actual results achieved, financial performance and variances and provides a five-year historical table of Departmental expenditures and staffing. Expenditures and revenue variance explanations previously contained in the Public Accounts of Manitoba are now provided in the Annual Report.

Departmental Vision

An improved quality of life and opportunities for Aboriginal and northern Manitobans.

Departmental Mission

Better services, opportunities and results for Aboriginal and northern Manitobans.

Departmental Goals

Closing the Gap

Closing the gap between Aboriginal and northern residents and other Manitobans in the quality of life, specifically in the areas of education, health, housing, economic opportunities and employment.

Meeting Constitutional Obligations and Provincial Responsibilities

To fulfill Constitutional obligations and other provincial responsibilities to Aboriginal and northern communities.

Community Development

Healthy, safe and successful northern communities.

Self-Determination

Autonomous, accountable and sustainable Aboriginal and northern communities.

Introduction (continued)

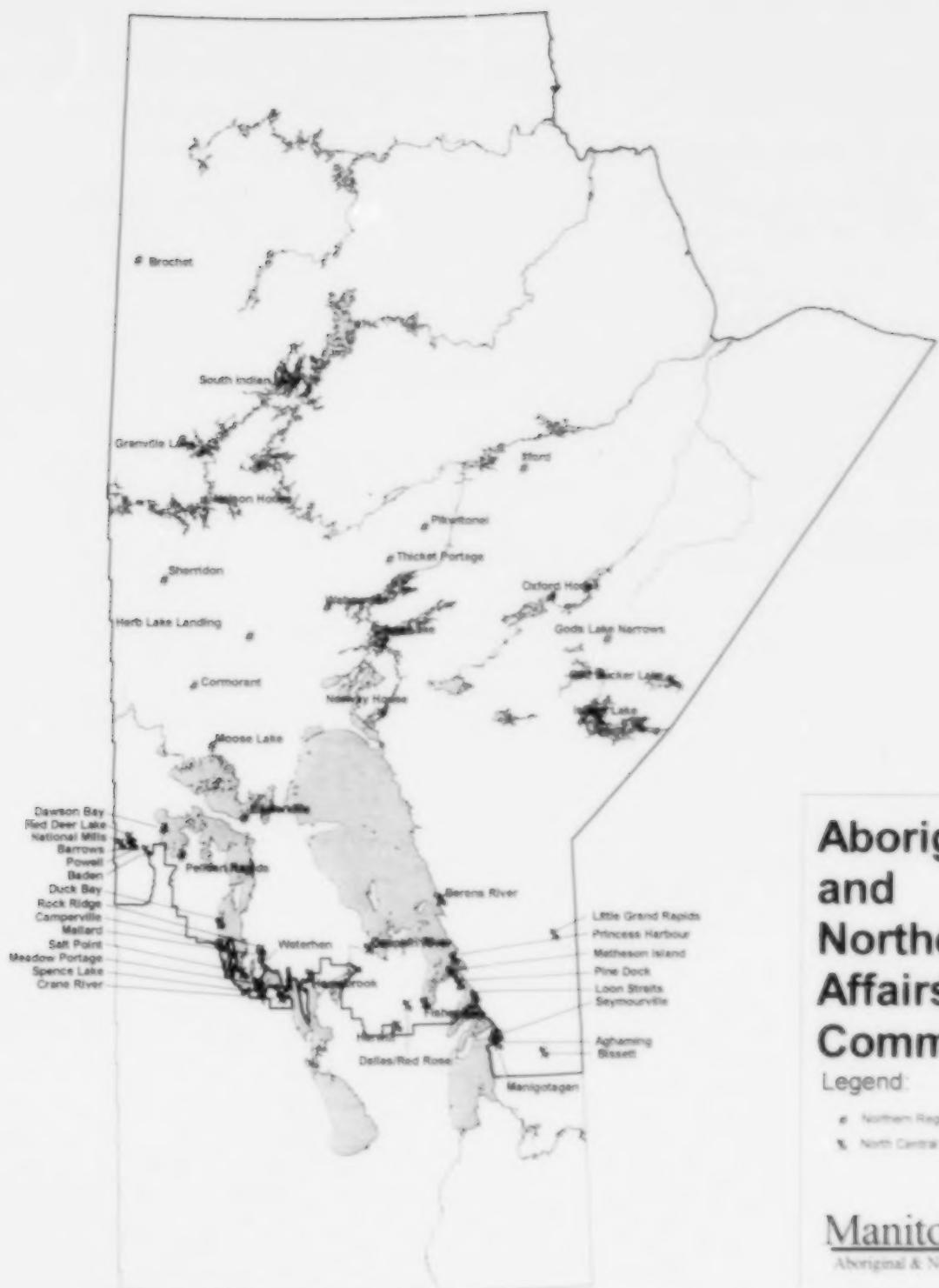
Legislation Administered

The Department of Aboriginal and Northern Affairs is responsible for the following legislation:

- *The Northern Affairs Act*
- *The Planning Act, (Part 9)*
- *The Communities Economic Development Fund Act*

Jurisdiction

As at March 31, 2009, there were 50 Aboriginal and Northern Affairs communities. The map on the following page shows the area included in northern Manitoba and the location of all designated Aboriginal and Northern Affairs communities over which the Minister has municipal authority.



Aboriginal and Northern Affairs Communities

Legend:

- Northern Region Communities
- North Central Region Communities



Executive Support

Executive Support includes the offices of the Minister and the Deputy Minister and the Northern Regional Cabinet Offices located in Thompson and The Pas.

The Minister's Office provides leadership and policy direction for the Department.

The Deputy Minister's Office provides support to the Minister by providing information and advice. The office also provides executive leadership and operational direction for the development of programs and policies, the implementation of Departmental programs, and the collaboration and coordination across government with departments and agencies. The Deputy Minister also advocates for the development of good relations and partnerships with the federal government, the Aboriginal communities and organizations as well as the private sector. The Deputy Minister is the Chairperson of the Departmental Executive Committee.

The Northern Regional Cabinet Offices provide citizens in northern Manitoba with effective access to government by providing contact with members of Cabinet and by providing information regarding government programs and the provincial staff contacts for those programs.

The Department supports government-wide initiatives such as the Northern Development Strategy and the Northern Hydro Training Initiative which is a long-term plan to develop human resources in the North. The goal is to create opportunities for social and economic changes that benefit all northerners. At the heart of the strategies is the belief that the priorities, strengths and experiences of northerners must be an integral part to further northern development.

Various divisions of the Department are involved in Aboriginal specific policy and program development and program delivery as well as consultation with the Aboriginal communities and organizations in Manitoba.

Executive Support (continued)

19.1(a) Minister's Salary

Expenditures by Sub-Appropriation	Actual 2008/2009 \$	Estimate 2008/2009 FTE	Variance Over (Under) \$	Expl. No.
Minister's Salary	27	1.00	45	(18)
Total Expenditures	27	1.00	45	(18)

19.1(b) Executive Support

Expenditures by Sub-Appropriation	Actual 2008/2009 \$	Estimate 2008/2009 FTE	Variance Over (Under) \$	Expl. No.
Salaries & Employee Benefits	851	14.00	897	(46)
Other Expenditures	273		273	-
Total Expenditures	1,124	14.00	1,170	(46)

Aboriginal and Northern Affairs Operations

Financial and Administrative Services

Rene Gagnon - Director

Financial and Administrative Services is located in Thompson. The branch provides financial comptrollership, fiscal management, financial advice and administrative support services to the Department. The human resource function for the Department is included in this branch (see Consolidated Human Resource Unit Section for details on the Departmental human resource function).

Financial and Administrative Services manages the Northern Affairs Fund. The Fund maintains two bank accounts to support and/or administer several programs for the benefit of northern communities. The objectives of the Fund are further described on pages 14 and 15 of this report.

The Director of Financial and Administrative Services fulfills the position of Access Coordinator for *The Freedom of Information and Protection of Privacy Act* and *Personal Health Information Act* and *The Public Interest Disclosure (Whistleblower Protection) Act*. The Director also provides French Language Services for the Department required by *The French Language Services Act*.

The Objectives of Financial and Administrative Services are:

- To provide fiscal management/comptrollership to the Department as delegated by government statutes/regulations and policies.
- To provide financial advice and support services to assist the Departmental divisions in the achievement of their goals and objectives.
- To ensure that all Departmental financial activities adhere to government regulations, policy, and guidelines including writing/amending Departmental financial policies so that they are consistent with those of the government.
- To provide financial analysis of all Departmental programs to Departmental managers.
- To prepare the Departmental estimates.
- To prepare the Department's annual report and quarterly cashflow projections including variance explanations.
- To manage and provide financial management/comptrollership of the "Northern Affairs Fund".

Financial and Administrative Services (continued)

- To process Freedom of Information requests within specified deadlines.

Results:

- All financial transactions were monitored for compliance with government and departmental rules and regulations. Non-complying transactions were rejected. The Provincial Auditor noted no incidents of Departmental non-compliance.
- All support services were provided within established service standards.
- Advice provided resulted in:
 - the allocation of financial resources so that the maximum benefit was obtained,
 - the purchasing of goods and services in an economical, efficient and effective manner.
- Policies and procedures were reviewed and amended on a priority basis.
- Responded to all FIPPA requests per the requirements of the legislation.
- All financial matters that pertain to the "Northern Affairs Fund" were monitored and in compliance with the government and departmental policies.
- Departmental estimates were prepared in compliance with Treasury Board guidelines.

Sustainable Development Report

The Department is particularly interested in the increased participation of Aboriginal people and suppliers in this initiative. The key benefits anticipated through this initiative are:

- Stimulation of Aboriginal business development;
- Long term viability of Aboriginal businesses;
- Facilitation of enhanced Aboriginal business capacity;
- Creation of new employment opportunities; and
- Enhancement of the economic self-sufficiency of communities.

Aboriginal and Northern Affairs continues to strive to achieve the targets set out in the government wide initiative.

Financial and Administrative Services (continued)

The Public Interest Disclosure (Whistleblower Protection) Act

The Public Interest Disclosure (Whistleblower Protection) Act came into effect in April 2007. This law gives employees a clear process for disclosing concerns about significant and serious matters (wrongdoing) in the Manitoba public service, and strengthens protection from reprisal. The Act builds on protections already in place under other statutes, as well as collective bargaining rights, policies, practices and processes in the Manitoba public service.

Wrongdoing under the Act may be: contravention of federal or provincial legislation; an act or omission that endangers public safety, public health or the environment; gross mismanagement; or, knowingly directing or counseling a person to commit a wrongdoing. The Act is not intended to deal with routine operational or administrative matters.

A disclosure made by an employee in good faith, in accordance with the Act, and with a reasonable belief that wrongdoing has been or is about to be committed is considered to be a disclosure under the Act, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required under the Act, and must be reported in a department's annual report in accordance with Section 18 of the Act.

The Department of Aboriginal and Northern Affairs is pleased to report that during the 2008 – 2009 fiscal year there were no issues/matters pertaining to any section of this Act.

Financial and Administrative Services (continued)

19.2(a) Financial and Administrative Services Division

Expenditures by Sub-Appropriation	Actual 2008/2009 \$	Estimate 2008/2009 FTE	Variance Over (Under) \$	Expl. No.
Salaries & Employee Benefits	359	6.00	426	(67)
Other Expenditures	116		113	3
Total Expenditures	475	6.00	539	(64)

Consolidated Human Resources Branch

Objective/Mandate

The Consolidated Human Resource Services Branch (CHR) provides guidance and support in human resource management and payroll and benefit services for the Department of Aboriginal and Northern Affairs and Manitoba Infrastructure and Transportation under one director who reports to two Deputy Ministers, and one Associate Deputy Minister. CHR, through the delivery of strategic human resource planning and management, focuses its services in recruitment and retention, pay and benefits administration, job analysis and classification, labour and employee relations, training and development and employment equity and diversity.

The Branch provides service out of two offices located in Winnipeg and Thompson. A Human Resource Consultant provides services from the Winnipeg office to the Aboriginal Affairs Secretariat and Local Government Development Winnipeg offices. The Thompson office has an HR Consultant and two Pay and Benefits Administrators who provide services to the Local Government Development offices in Thompson and Dauphin and the Finance and Administration Division. This office reports to the Director of CHR and is the only Human Resource Services Branch in the North.

2008-2009 Activities/Highlights Specific to Aboriginal and Northern Affairs

- Provided ongoing guidance and support to management organizational review and structural design matters.
- Represented the Department in collective agreement bargaining with the Manitoba Government Employees Union (MGEU).
- Provided guidance and advice to management on labour relations including appropriate action and negotiating settlements in order to resolve issues before the formal grievance stage.
- Maintained attendance and payroll records for 90 employees on the corporate human resource/payroll system (SAP) and provided counseling and information on retirement, death benefits, long term disability and lay-off to employees/family members.
- Assisted the Department in developing and implementing the Training and Needs Assessment Project and delivered information sessions to all staff on the Employee Continuous Learning Development Program, an employee driven competency-based program designed to align individual expectations and development plans with the Department's goals and objectives.

Consolidated Human Resources (continued)

- Twenty-one staff attended 41 courses offered through the Civil Service Commission Organization and Staff Development program.
- Approximately 18 days of in-house training was offered to staff.

2008-09 Service Volumes

2008-09 Human Resource Staffing Activities	
11	New appointments processed (includes 1 term)
14	Inservice appointments processed (includes 1 term)
18	Competitive appointments processed (excludes terms) – 14 open, 1 closed, 3 internal
5	Direct appointments processed (excludes terms)
1	Position classification reviews
0	Grievances, Classification Appeals, Selection Appeals, Human Rights Complaints

- Revised job descriptions to include critical competency profiles pertaining to equity and diversity.
- Revised Staffing Request Form to include divisional employment equity representation and provincial benchmark goals.
- Job descriptions, vacancy advertisements and all other recruitment documents are continually reviewed for consistency, clarity and free of barriers.
- Assisted the Department in developing and implementing an Aboriginal Employment Strategy in response to the Civil Service Renewal Strategy with goals to increase Aboriginal representation across the Department.
- *Developed a new Employment Equity and Diversity Strategic Plan that is directly aligned within the requirements outlined by the Civil Service Renewal Strategy. The Plan outlines goals and activities from 2008 to 2013 and places value on diversity, addresses succession issues and includes various activities that will:*
 - Promote and reinforce the principles of merit and fairness;
 - Promote and apply the principle of equity in all employment practices;
 - Increase designated group representation within the Department.

Active participation in Access programs at University College of the North including continued sponsorship and partnership building with various designated group events, organizations and education facilities.

Consolidated Human Resources (continued)

CHR and Department staff promoted the Department as an employer of choice and provided information on career and employment opportunities at 19 career fairs throughout the province.

Assisted the Department in the development of a career brochure guide to use as a promotional marketing informational tool.

Increased the representation of the Aboriginal, visible minority and persons with disabilities designated groups through new and continued employment equity initiatives.

Department Employment Equity representation as at March 31, 2009

EMPLOYMENT EQUITY GROUP	2007-08 EMPLOYEES	2007-08 PERCENTAGE	2008-09 EMPLOYEES	2008-09 PERCENTAGE
Female	55	60.4%	55	61.1%
Aboriginal	47	51.6%	48	53.3%
Visible Minority	0	0.0%	3	3.3%
Disabled	2	2.2%	3	3.3%

Northern Affairs Fund

Rene Gagnon - Director

The Minister of Aboriginal and Northern Affairs has the authority under Section 11 of *The Northern Affairs Act* to open and maintain bank accounts for the operation of the Northern Affairs Fund. The fund maintains two bank accounts. One account is the "Specific Purpose Funds Account." This account is used to account for all monies advanced to the Minister for any specific purpose. The main purpose is to administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*. Other specific activities include the Municipal Employees Benefit Plan (for community employees), cottage subdivision levies and various northern programs/projects administered by Aboriginal and Northern Affairs for other government departments and other agencies.

The second account is the "Taxation Account". This account is used to account for all monies received by virtue of the Minister's municipal taxation powers (per Section 5 of *The Northern Affairs Act*). *The Assessment Act* and *The Municipal Affairs Act* apply to the municipal tax collection system.

Branch staff administer the activities of the Northern Affairs Fund within applicable statutes and regulations in a manner consistent with Departmental policies for the development of local government autonomy. Branch staff monitor individual Aboriginal and Northern Affairs communities' financial and operational results by requiring that community auditors provide an opinion on their financial statements, report on adherence to various Acts, Regulations and Agreements, and provide a management letter commenting on the community's management control procedures. Branch staff review these reports and advise appropriate management of significant deficiencies and make recommendations for corrective action.

The Objectives of the Northern Affairs Fund are:

- To administer funds on behalf of designated communities within the jurisdiction of Aboriginal and Northern Affairs in compliance with *The Northern Affairs Act*.
- To provide accounting and trust services in support of the delivery of various government programs.
- To administer the property tax system within the jurisdiction of Aboriginal and Northern Affairs in a manner consistent with accepted municipal practices.
- To administer the Municipal Employee Benefits Program for northern communities.

Northern Affairs Fund (continued)

- To administer the Community Audit Program including analysis of the audited financial statements, audit reports and management letters and report analysis results to management.
- To provide accounting and trust services to cottage subdivisions within Aboriginal and Northern Affairs' municipal jurisdiction.
- To prepare the Northern Affairs Fund financial statements.

Results:

- The total revenue in the Fund for 2008/2009 was \$27,443,248. The major sources of revenue were:

\$20,678,767 from Aboriginal and Northern Affairs' appropriations;
\$2,366,387 in tax revenue;
\$2,599,713 in General Grant Assistance funds distributed to northern communities and First Nations in Manitoba;
\$417,801 collected in Service Levy fees from 18 cottage subdivisions in northern Manitoba.

- Administered the "Municipal Employees Benefit Plan (MEBP)" for the benefit of employees in 26 northern communities.
- During the fiscal year ending March 31, 2009, the Department received audits for the 2007/08 fiscal year. Of the 34 communities requiring an audit opinion, 30 communities received an unqualified audit and four received a qualified audit. There were no audit denials.

19.2(B-4) Northern Affairs Fund

Expenditures by Sub-Appropriation	Actual 2008/2009 \$	Estimate 2008/2009 FTE	Variance Over (Under) \$	Expl. No.
Salaries & Employee Benefits	210	4.00	244	(34)
Other Expenditures	57		54	3
Total Expenditures	267	4.00	298	(31)

Local Government Development

Freda Albert - Executive Director

The Executive Director advises the Minister and Deputy Minister on matters related to policy and program development and implementation and the delivery of municipal services in the unorganized territory. Programs and Operational Support develops and facilitates inter-departmental partnerships that support community and economic development in northern Manitoba. It also supports the development of local government and promotes incorporation as a means for communities to realize greater autonomy. It leads and supports the activities of three operational areas - the Northern Region, the North Central Region and the Program Planning and Development Branch, collectively referred to as the Local Government Development Division.

The Local Government Development Division funds and supports the provision of municipal services and infrastructure in 50 designated communities in the unorganized territory of northern Manitoba. The Division is committed to the advancement of independent, sustainable local government through a process of partnership and consultation. This commitment is guided by three objectives:

Good Governance – To support the development of responsible local government through elected community councils and the effective and efficient delivery of municipal services.

Improved Quality of Life – To promote safe and healthy communities with a focus on safe drinking water, protection of the environment, recreation and wellness programs that meet local needs, public safety and strategic economic development in support of sustainable communities and a stronger economy in northern Manitoba.

Holistic Community Development – To support and facilitate development initiatives that are community-driven, sustainable and collaborative, in partnership with community councils and other provincial departments, jurisdictions and organizations.

Activities during 2008-09 in support of these three objectives included:

Community Consultation

- Regional workshops were held March 3-5, 2009 in The Pas and in Winnipeg for elected members of community councils and community administrative staff. Approximately 80 community participants representing 36 communities attended the workshops. The Northern Association of Community Councils (NACC) also participated in each workshop with a half day devoted to NACC agenda items.

Local Government Development (continued)

- The agenda for the workshops included presentations on emergency evacuations, the new Aboriginal Consultation Unit, Community Futures, the Northern Housing Strategy, the new recreation manual, capital planning and understanding financial reports.
- At the Northern Association of Community Councils' 38th Annual General Assembly, the Department hosted a one day information session for community mayors, council members and administrative staff on August 19, 2008. The session included presentations on new asset reporting requirements, financial safeguards, the new Aboriginal Consultation Unit and the Manitoba Works program. A number of presentations were also given on 2008-09 budget highlights, the Northern Youth Empowerment Initiative, the Northern Water Safety Program, new volunteer firefighter insurance benefits, wage increases for community employees and the Northern Healthy Foods Initiative.

Capital Grants Program

This program provides financial support to communities for municipal infrastructure and equipment, and offers consulting services and support for the development of project planning and delivery capacity at the community level. The Department continued to support the Capital Program with a capital budget for 2008-09 of approximately \$6 million. Enhancing infrastructure in northern communities has a direct impact on the quality of life and opportunities for community economic opportunities.

- In the 2008/09 fiscal year, the following projects (exclusive of studies or surveys) were completed or at a stage of substantial performance by year end:
 - Matheson Island Sewage Lagoon
 - Moose Lake Sewage Lagoon
 - Cross Lake Foot Bridge decommissioning
 - Ilford Community Hall
 - God's Lake Roads
 - Berens River Internal Roads
 - Waterhen Dike
 - Cross Lake Bridge Demolition
 - Moosenose Lake Breach (Ilford)
- Projects with significant expenditures but not completed at year end:
 - Sherridon Sewage Treatment Plant
- The Department provided its annual contribution of \$3.0 million to O-Pipon-Na-Piwin Cree Nation to fulfill obligations under the infrastructure renewal agreement entered into as part of the establishment of a reserve at South Indian Lake.

Local Government Development (continued)

19.2 (b-1) Programs and Operational Support

Expenditures by Sub-Appropriation	Actual 2008/2009	Estimate 2008/2009	Variance Over (Under)	Expl. No.
	\$	FTE	\$	
Salaries & Employee Benefits	248	3.00	234	14
Other Expenditures	98		90	8
Community Operations	9,806		9,527	279
Regional Services	478		478	-
Grants	323		324	(1)
Northern Healthy Foods Initiative	585		585	-
Capital Grants	9,822	4.00	5,069	4,753
Community Capital Support	-		374	(374)
Total Expenditures	21,360	7.00	16,681	4,679

Local Government Development (continued)

Northern and North Central Regions

The Local Government Development Division serves 50 designated communities through regional offices located in Thompson and Dauphin with sub-offices in The Pas and Winnipeg. The Division is responsible for the provision of consulting and advisory services related to the planning, administration and delivery of municipal services. Other responsibilities include the coordination of service delivery by other provincial government departments and strategic partnerships with other government departments and agencies to improve the social, economic and environmental conditions in northern communities.

Staff working out of the regional offices and sub-offices delivered the following programs throughout the fiscal year:

Municipal Administration Program

The Division's Municipal Development Consultants provided on-going support throughout the year to elected councils and community administrative staff in areas of accounting and administration, planning, financial management and reporting.

- Workshops were held for community administrative officers (CAO) in Thompson, December 10-11, 2008, and in Brandon, December 17-18, 2008. In addition to being a good networking opportunity for CAOs, the workshop topics included the capital application process, emergency planning, accounting software, recreation, an Organization and Staff Development workshop on working with challenging individuals [Brandon], and first aid and CPR [Thompson].
- Administrative staff also participated in the information session at the Northern Association of Community Councils Annual General Assembly in August 2008, and in regional workshops hosted by the Department in March 2009 as noted in the *Community Consultation* section above.
- It is noteworthy that audit results reported this year for 2007-08 show that of the 34 audits performed on community financial records, there were no audit denials, and of the 34 audits, 30 were unqualified.

Environmental Services Program

Support for the upgrading, operation and maintenance of community water and wastewater treatment facilities and waste disposal grounds continues to be a priority.

Northern and North Central Regions (continued)

Environmental Services Consultants worked throughout the year with communities to maintain water and wastewater services, solid waste disposal sites, and to assist with the resolution of any operating issues as they arose.

A major component of the Environmental Services Program is the water treatment and wastewater treatment upgrading program. The upgrading strategy, based on engineering studies conducted between 2001 and 2003, originally planned to be fully complete over a 10 year period.

The Department currently has 38 water treatment facilities and 28 wastewater treatment facilities under our jurisdiction. Our goal is to complete the upgrading or replacement of these facilities by 2015. This schedule has had to be extended due to significant cost escalation. Aboriginal and Northern Affairs is addressing water systems on a highest priority basis. Pre-design reports, funding applications, designs and project delivery are ongoing.

Water and Wastewater Infrastructure

- To March 31, 2009, upgrades are complete for 14 out of 38 water treatment plants. To year end upgrades were also completed on 16 of 28 wastewater treatment facilities.
- 2 wastewater treatment facilities were completed in 2008-09 and a number of other projects were in progress at year end.

Water & Wastewater Operator Certification

- The Certification of Water and Wastewater Operators in compliance with provincial regulations continues to be a challenge in terms of both the training of operators from remote locations and the retention of qualified operators. Potential training options have been explored and the Department continues to look for viable training options. Increases to wages for certified operators was implemented in 2008-09 to encourage operators to achieve certification and to help retain qualified operators.
- To year end, the overall percentage of completion of training for current water and wastewater operators in the Northern Region is 40% and 32% for the North Central Region.
- The Department has had discussions with Workplace Education Manitoba to develop and deliver an upgrading/preparatory course for operators that have yet to be certified.

Northern and North Central Regions (continued)

Public Works Program

Technical and Public Works Consultants worked during the year with community councils and public works employees to facilitate the optimum maintenance of community infrastructure, and on the development of community self-sufficiency in the public works area.

- Annual audits are made of community infrastructure and deficiencies identified. The infrastructure audit for 2008-09 resulted in 21 communities (52.5%) receiving a grade between A- and B+, and 16 of the communities audited (40.0%) receiving a grade between C- and C+.

Workplace Safety and Health

- Subsequent to publication of *A Safe Workplace – A Workplace Safety and Health Manual for Your Community* effective April 1, 2005, the implementation stage of the Workplace Safety and Health Initiative began. This included the provision of initial training for elected community representatives and employees. Training continued in 2008-09.
- Based on changes to regulations in February 2007, a review of the WPSH program was conducted during 2008-09 and required changes were implemented.
- At year-end, the Department was in the process of distributing kits with personal protective equipment to all community public works employees.

Public Works Employee Workshops

- A three-day workshop was held January 6-8, 2009 for public works employees from communities in the North Central Region. The first day of the workshop was devoted to First Aid and CPR training. Day two included presentations on developing a maintenance management system, a presentation by Manitoba Conservation on waste disposal and waste water requirements, a presentation by Manitoba Water Stewardship on office drinking water guidelines and an in-house presentation on workplace safety and health requirements. Day three saw the presentation of a variety of technical sessions.
- A similar workshop was held in the Northern Region in February, 2009. The material covered over the three days was similar to that of the workshop delivered in the North Central Region.

Northern and North Central Regions (continued)

Community and Resource Development Program

Community and Resource Development Consultants continue to work with community officials and representatives on the implementation of economic development strategies based on identified local opportunities.

- The Department in partnership with Manitoba Keewatinowi Okimakanak, Vale Inco, YWCA, Nelson House and MB4Youth delivered the Summer Students Employment Commuter Pilot Project. The project's aim was to assist youth in gaining employment experience by commuting daily from their communities to summer jobs in Thompson. The youth attended a 5 day pre-employment skill training session and learned skills such as resume writing, interview skills, money management and how to conduct themselves on the job. There were 8 students from Nelson House that participated in the project and which worked at various businesses and organizations in Thompson.
- Through a partnership between the departments of Family Services and Housing and Aboriginal and Northern Affairs an Office of Northern Housing has been established. The Executive Director of Northern Housing with staff support from both departments will develop and implement a new delivery model for Manitoba's housing services in the north with a focus on improving the condition of social housing.

Protective Services Program

Protective Services Consultants continued their work with communities to make them a safer place to live. These activities encompassed emergency planning, fire protection and policing. Services, including training and equipment, are provided for in collaboration with the Office of the Fire Commissioner, EMO and the RCMP.

Fire Program Training

- Firefighter training took place in Wabowden during the period of May to August, 2008 with 8 firefighters graduating. Training was in progress at year end for the community of Bissett.
- By year end training had been completed in 13 communities with 106 firefighters trained to Fire Fighting Level I of which 62 have NFPA 1001 National Certification.

Northern and North Central Region (continued)

Constable Program

- Five Community Constables participated in refresher training in February 2009 to hone their skills. This training was delivered through a collaboration of Aboriginal and Northern Affairs, the RCMP and the Aboriginal Policing Directorate of Public Safety and Emergency Preparedness Canada, and was delivered under a new arrangement with the University College of the North which will be providing constable training in future through a new program at the college.

Recreation and Wellness Program

Recreation Consultants work in partnership with community recreation staff and elected representatives, other departments, agencies and stakeholders to promote recreation and wellness programming, provincial initiatives and the recommendations of the Healthy Kids, Healthy Futures Task Force. The second edition of the *Recreation Director's Handbook – A practical guide for recreation delivery in Aboriginal communities* was published in September 2008 and a companion series of posters promoting physical activity, volunteerism and recreation was published in March 2009 in collaboration with Manitoba Culture, Heritage, Tourism and Sport, Manitoba Health and Healthy Living and Sport Manitoba.

Northern Links – Recreation Workshop

The Department hosted the 11th annual Northern Links Recreation and Wellness Workshop from September 16-19, 2008. This workshop, targeting recreation directors and youth workers from Aboriginal communities drew participants from Thicket Portage, Camperville, Fairford, God's Lake Narrows, Lake St. Martin, Cross Lake and Norway House.

Regional Summer Leadership Workshops

- During the first two weeks of July, 2008, three youth leadership and adventure training sessions were delivered for approximately 30 youth from 9 Aboriginal and Northern Affairs communities.

www.NorthernLinks.org

- Aboriginal and Northern Affairs continued to support www.NorthernLinks.org. This is a relatively new website that is still evolving and reaches out to sport and recreation directors, program leaders, coaches, teachers and health advocates in Canada's Aboriginal, rural and remote communities.
- It offers professional support in managing, creating and updating community sport and recreation programming. Users can search the database for information on policies, program outlines, forms and guides, or post a question and receive tips, advice and support from colleagues throughout Canada.

Northern and North Central Region (continued)

Northern and Remote Water Smart Initiative

- This program funded by Aboriginal and Northern Affairs and delivered to northern communities by the Life Saving Society of Manitoba, provides in water training sessions for youth of all ages with the goal of participants attaining the Lifesaving Society's nationally recognized Swim to Survive® skills. Instructors also offer Boat Operator Accredited Training (B.O.A.T.) and issue permanent Transport Canada approved – Pleasure Craft Operators (PCO) licenses. Classes and Certification in First Aid/CPR Level A are also available.
- New funding for this initiative allowed the program to double its capacity for summer programs allowing 4 instructors to deliver week long programs in 23 communities during the summer of 2008. A total of 935 children and youth were registered in the Swim to Survive classes of which 247 passed the in-water test. The test was only administered where conditions were safe to do so. 204 people were registered for the B.O.A.T. course in 19 of the 23 communities visited with 177 graduating. The First Aid/CPR program attracted 242 people of which 197 were certified following the final FA/CPR-A exam. In addition to these programs, personal floatation devices (PFDs) were distributed to each of the communities visited through the provincial PFD Loaner Program.
- Implementation also began on a year-round program that covers ice and sled safety. This program is being delivered in collaboration with the Frontier School Division.

19.2(b-2) Northern Region

Expenditures by Sub-Appropriation	Actual 2008/2009	Estimate 2008/2009	Variance Over (Under)	Expl. No.
	\$	FTE	\$	
Salaries & Employee Benefits	832	13.00	1,024	(192)
Other Expenditures	359		376	(17)
Total Expenditures	1,191	13.00	1,400	(209)

19.2(b-3) North Central Region

Expenditures by Sub-Appropriation	Actual 2008/2009	Estimate 2008/2009	Variance Over (Under)	Expl. No.
	\$	FTE	\$	
Salaries & Employee Benefits	909	13.00	1,012	(103)
Other Expenditures	309		314	(5)
Total Expenditures	1,218	13.00	1,326	(108)

Local Government Development (continued)

PROGRAM PLANNING AND DEVELOPMENT (PPD)

The Program Planning and Development Branch provides consistent policy and program development, strategic and operational planning and performance measurement support, communication services, resource material development, research and analytical capability in support of local government and community development.

Program Planning and Development Branch staff is assigned to all program areas and is responsible for program review and innovation. In addition to support provided to specific program areas, the branch achieved the following during 2008-09:

Northern Healthy Foods Initiative (NHFI)

The Department along with Manitoba Agriculture, Food and Rural Initiatives, Manitoba Health and Healthy Living, Manitoba Conservation and Healthy Child Manitoba continued to work together through a management committee on implementation of the Northern Healthy Foods Initiative.

- The Department continued to deliver this initiative through four regional constituent-serving organizations: Four Arrows Regional Health Authority Inc., Bayline Regional Roundtable, Northern Association of Community Councils and Frontier School Division.
- NHFI partnered with the Manitoba Food Charter and the Bayline Regional Roundtable to present the Northern Harvest Forum – a two-day conference held in October 2008. Support was also provided to the Manitoba Food Charter for a provincial conference at the University of Winnipeg in February 2009. A NHFI delegation comprised of representatives of Aboriginal and Northern Affairs, the Bayline Regional Round Table, Frontier School Division and the Northern Association of Community Councils delivered presentations at the conference.
- Working with approximately 28 communities, the NHFI to date has seen the development of 320 gardens, the construction of 13 greenhouses, the delivery of 271 freezers and establishment of small scale livestock operations (chickens and goats) in 5 communities.

Northern Youth Empowerment Initiative (NYEI)

- This pilot initiative to support development of sustainable programming for youth at risk in northern and remote communities was given the green light in 2007-08.
- In the 2008-09 fiscal year support was provided to 7 programs providing educational and cultural opportunities as well as leadership development. Outcomes we are seeking include: an overall decrease in conditions such as suicide, addictions and gang involvement; reduction of criminal activity and increased community safety; increased life options/opportunities for youth; improved school attendance/completion rates; improved labour force outcomes and; enhanced citizen involvement. These outcomes can be realized by giving youth a chance to build self-esteem and experience success.

Program Planning and Development (continued)

Scrap Metal Recycling

- 16 communities were identified for assessment and clean-up (pilot project) and inspections and removal of scrap material began in 2006. As of January 2009, 300 tons of scrap metal had been removed from 10 of 16 targeted communities. The first phase of the project was concluded in 2008-09 with results having been impacted by a significant decline in the market for recyclables.

19.2(B-5) Program Planning & Development Services

Expenditures by Sub-Appropriation	Actual 2008/2009 \$	Estimate 2008/2009 FTE	Variance Over (Under) \$	Expl. No.
Salaries & Employee Benefits	501	8.00	640	(139)
Other Expenditures	143		140	3
Total Expenditures	644	8.00	780	(136)

Aboriginal Affairs Secretariat

Joe Morrisseau – Executive Director

The Aboriginal Affairs Secretariat's four branches - Policy and Strategic Initiatives, Agreements Management, Aboriginal Consultation Unit and Support Services are focused on efforts to improve quality of life for Aboriginal and northern Manitobans and to promote a relationship of mutual understanding, trust and respect between the provincial government and Aboriginal and northern Manitobans.

The Secretariat influences policy and development of initiatives to create positive change in government and communities and supports development in Aboriginal and northern communities by providing financial and technical resources.

The Secretariat assists First Nations and northern communities with self-government agreements and the negotiation and implementation of settlement agreements related to hydro-electric development in northern Manitoba, treaty land entitlements and other land-related issues.

The Secretariat ensures that Manitoba meets its legal and Constitutional responsibilities to consult with First Nation and Aboriginal communities before making decisions that might affect the exercise of Treaty or Aboriginal rights.

Objectives:

- To influence development and delivery of policies, programs and services that result in safe, healthy and secure environments.
- To conclude agreements related to adverse effects of hydro-electric development, treaty land entitlement and other land-related matters.
- To fulfill provincial responsibilities resulting from agreements and other initiatives.
- To ensure that consultations on government decisions that might affect the exercise of Treaty or Aboriginal rights are conducted in a meaningful way.
- To increase community confidence, knowledge and leadership skills.
- To develop meaningful partnerships between Aboriginal and northern people and all levels of government.
- To build a workforce representative of Aboriginal and northern people.
- To promote a more sustainable entrepreneurial and community economic environment.

Aboriginal Affairs Secretariat (continued)

- To provide administrative management services, technical research and special project support for the Secretariat.

The program specific activities are provided under separate headings.

Support Services

Activities:

- Provided the Department with coordination and monitoring of information technology activities.
- Provided Aboriginal Affairs Secretariat with quality administrative management services, including financial administration, human resource services, management reporting, information technology management, and administrative support services.
- Provided Aboriginal Affairs Secretariat with technical research and special project support.

Results:

- Coordinated and monitored Departmental information technology activities for adherence to standard government policies and practices.
- Financial resources allocated for the maximum benefit.
- Efficient and effective use of human resources in reaching the program objectives.
- Support services were provided within established service standards.

19.2(C-1) Support Services

Expenditures by Sub-Appropriation	Actual 2008/2009		Estimate 2008/2009		Variance Over (Under)	Expl. No.
	\$	FTE	\$			
Salaries & Employee Benefits	344	6.00	363		19	
Other Expenditures	82		82		-	
Total Expenditures	426	6.00	445		19	

Aboriginal Affairs Secretariat (continued)

Agreements Management

To ensure the negotiation and successful implementation of settlement agreements that will, collectively and individually, resolve land and other issues that relate to hydro-electric development, treaty land entitlement and other land exchange and/or land use related agreements.

Activities:

Established and maintained contacts and working relationships with other jurisdictions, provincial government departments, organizations and other Aboriginal/northern interests in support of northern Manitoba, its communities and residents.

Continued the negotiation and implementation of Manitoba's obligations under the Northern Flood Agreement (NFA) with Cross Lake First Nation through yearly Action Plans worth approximately \$5.6 million each year.

Coordinated and/or participated in the NFA arbitration process for Cross Lake First Nation and other individual claims under the NFA.

Continued implementation activities related to NFA Comprehensive Implementation Agreements (CIA's) with Tataskweyak Cree Nation (formerly Split Lake Cree First Nation), Nisichawayasihk Cree Nation (formerly Nelson House First Nation), York Factory First Nation and Norway House Cree Nation.

- Participated on and provided ongoing support to four resource co-management boards.
- Coordinated and/or participated in the land transfer process for lands designated to be reserve under NFA CIA's.
- Coordinated and/or participated in the surveying of permit and fee simple land as specified in the Comprehensive Implementation Agreements.

Negotiated claims with non-NFA communities impacted by hydro-electric development.

- Continued settlement agreement discussions for adverse effects of hydroelectric developments with the Aboriginal and Northern Affairs communities of Norway House, Cross Lake, Thicket Portage and Pikwitonei.

Continued the negotiation of the settlement of the Salt Point Road/PR 276 claim with Skownan First Nation for compensation for provincial road right-of-way.

Continued implementation responsibilities associated with the Grand Rapids Forebay Agreements (Chemawawin Cree Nation, Easterville Community, and Moose Lake Community).

Agreements Management (continued)

Continued participation on the Cedar Lake, Cormorant, Split Lake, Nelson House, York Factory, Norway House and Fox Lake Resource Management Boards and the Nelson River Sturgeon Management Board.

Continued implementation responsibilities related to land transfer for the Fox Lake Cree Nation settlement agreement.

Continued participation on the Harmonized Gillam Development Committee and Land Use Planning Committee with Manitoba Hydro and Fox Lake Cree Nation.

Continued implementation of 8 signed Treaty Land Entitlement (TLE) agreements (for 28 First Nations) between Manitoba, Canada and the signatory First Nations for processing land selections and acquisitions.

- Continued to develop and establish implementation dispute resolution/mediation/arbitration process of the TLE Framework Agreement through the Implementation Monitoring Committee (IMC) and the Senior Advisory Committee (SAC).
- Led the Provincial Implementation Team in evaluating and processing TLE land selections.
- Continued the Crown land transfer process involving 848,000 acres selected under the Framework Agreement and 110,385 acres under other TLE agreements as of March 31, 2009. Under all TLE agreements, approximately 458,400 acres transferred to Canada with 423,855 acres set apart as reserve.
- Provided public information regarding the implementation of the TLE Framework Agreement and detailed information to municipalities and other stakeholders where necessary.
- Representatives of Manitoba, Canada and TLEC continued to discuss and resolve implementation issues relevant to outstanding TLE selections through the Tri-Party process.
- Continued to meet with TLE First Nations to assist the land transfer process.

Signed an agreement with Canada and Peguis First Nation to address outstanding TLE. Manitoba is obligated to provide 55,038 acres of Crown land to Peguis First Nation under this agreement.

Continued the TLE Crown land selection and acquisition process with respect to the TLE First Nations of Garden Hill, Swan Lake, Long Plain, and Roseau River.

Agreements Management (continued)

Coordination of and participation in northern development activities and initiatives:

- Participated with provincial departments and external agencies on the Board of Directors for the Churchill Northern Studies Centre.
- Continued involvement with Canada and O-Pipon-Na-Piwin Cree Nation (OPCN) community residents in planning and affecting the transfer of lands within the community to be set apart as reserve.

Major Accomplishments include:

- As of March 31, 2009, Manitoba has transferred approximately 458,400 acres of Crown Land to Canada regarding provincial obligations under Treaty Land Entitlement. Aboriginal and Northern Affairs supported a federal commitment in August 2006 to transfer 150,000 acres per year for four years following 2006 to be set apart as Reserve Land. A total of 159,000 acres were set apart as Reserve in the first year of commitment.
- Manitoba, Canada and Peguis First Nation signed a TLE Agreement for Peguis First Nation (April 29, 2008). Under this Agreement, Manitoba will provide 55,038 acres of Crown land to Peguis First Nation.
- Manitoba and Manitoba Hydro continue to work with Cross Lake First Nation on implementing the NFA through yearly Action Plans worth approximately \$5.6 million each year. The Community Liaison Committee has been re-established and a Community Information Office has been set up in Cross Lake (April 7, 2008). The Office offers information on NFA implementation and related efforts, the yearly Action Plans, claims and various employment opportunities to Cross Lake residents.

The branch continues to implement the Grand Rapids Forebay Agreements relating to impacts associated with the development and operation of the Grand Rapids Generation Station (1960s). The Chemawawin Cree Nation, Easterville Community as well as Mosakahiken Cree Nation and Moose Lake Community have settled with Manitoba and Manitoba Hydro through Agreements which involve financial compensation, land and provisions for cooperative natural resources management

Agreements Management (continued)

19.2(C-2) Agreements Management

Expenditures by Sub-Appropriation	Actual 2008/2009 \$	Estimate 2008/2009 FTE	\$	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	512	7.00	556	(44)	
Other Expenditures	525		133	(44)	
Recovery from Enabling Vote	(436)		-	-	
Agreements Implementation	1,266		1,281	(15)	
 Total Expenditures	 1,867	 7.00	 1,970	 (103)	

Aboriginal Affairs Secretariat (continued)

Policy and Strategic Initiatives

The Policy & Strategic Initiatives Branch promotes innovative policy and program development through the identification of needs, assets, and aspirations of Aboriginal and northern Manitobans. The Branch provides support to policy and program development through the timely provision of accurate and relevant information, and through the development of partnerships with the Aboriginal communities/organizations, other government departments, other levels of government, and the private sector. In addition, Policy & Strategic Initiatives:

- works with Aboriginal communities and organizations, government departments, agencies, other levels of government and industry to develop policies and programs that enhance and promote the well being of Aboriginal and northern Manitobans;
- negotiates and implements self-government options;
- provides and leverages financial and technical resources in support of Aboriginal capacity building initiatives;
- fosters and communicates in a manner that contributes to a relationship founded on mutual understanding, trust and respect among provincial government and Aboriginal and northern Manitobans;
- brings focus to quality of life issues facing Aboriginal Manitobans; and
- provides a global perspective to other departments of progress toward achieving improvements to the quality of life for Aboriginal and northern Manitobans.

ACTIVITY IDENTIFICATION:

Policy and Strategic Initiatives Branch took the lead in coordinating a government wide strategy and framework for a ten year initiative on Manitoba's priority designed to close the gaps in well-being and quality of life that exists between Aboriginal and northern residents and other Manitobans.

In 2008/09 Branch activities in support of improving Aboriginal education and early childhood development included:

- participation with Manitoba's Education departments in the renewal of the Aboriginal Education Action Plan;
- contribution as a member of Healthy Child Manitoba with the Early Childhood Development (ECD) Centered Estimates, the Interdepartmental Program and Planning Committee, Manitoba Children's Agenda Coordinating Group and the Provincial Healthy Child Advisory Committee;
- partnering with federal and First Nations stakeholders on regional approaches to closing gaps in educational outcomes, i.e. School Improvement Project, Regional Schools Models, Bear Spirit Report; and

Policy and Strategic Initiatives (continued)

- supported and participated in youth/education forums and cross-departmental youth initiatives.

In support of improving health and well-being outcomes for Aboriginal people, Policy and Strategic Initiatives:

- participated in the planning and delivery of the Northern Healthy Foods Initiative;
- promoted and supported negotiation and mediation processes of the Intergovernmental Committee on First Nations Health and Health Integration Initiative;
- as a board member, supported the Neewin Health Care Inc. with continued development of regional health care services in the Island Lake communities; and
- worked with Manitoba Health/Healthy Living and various government and community stakeholders to support the development and implementation of a provincial youth suicide prevention strategy, "Reclaiming Hope," that included a special focus on Aboriginal youth.

With regard to housing and infrastructure, the Branch:

- worked with Manitoba Urban Native Housing Association, other departments and governments to advocate, develop options and increase activities on Aboriginal housing in Manitoba; and
- committed \$200.0 towards the redevelopment of a local arena in Shamattawa, in partnership with the community and the federal government.

In order to make more economic opportunities available for Aboriginal people, Policy and Strategic Initiatives:

- in partnership with the Department of Education, Training and Youth, provided funding to Partners for Careers for a store front operation in Winnipeg and a partnership with the Manitoba Association of Friendship Centres to facilitate placement of Aboriginal graduates into career-related job opportunities;
- administered and monitored the Aboriginal Economic and Resource Development (AERD) Fund by assessing project proposals from community-based Aboriginal groups, making recommendations on project funding and disbursing grants;
- developed a strategy for the Strengthening Aboriginal Participation in the Economy initiative and continued implementing elements of the strategy through Aboriginal Employment Partnership Agreements with public and private sector employers;
- completed implementation of the Aboriginal Employment Component of the Civil Service Renewal Strategy and continued to provide assistance with Aboriginal internship programs;
- developed a community economic planning template to be piloted within Aboriginal communities;

Policy and Strategic Initiatives (continued)

- administered the agreement, including financing provisions, relating to the First Peoples Economic Growth Fund;
- completed work on a Métis Economic Strategy with the Manitoba Métis Federation and the Government of Canada;
- continued implementation of the Aboriginal component of the Winnipeg Partnership Agreement with coordination of the Aboriginal Partnership Committee to review proposals and recommend funding of projects in support of healthy families, education and training, and economic development within the urban Aboriginal population;
- as a member of the national Aboriginal Human Resource Council of Canada, referred major employers to the Networks of Change and Mastering Aboriginal Inclusion programs;
- signed new employment partnership agreements with Interlake Regional Health Authority, Central Regional Health Authority and University College of the North; and
- received approval for continued development of the Manitoba Aboriginal Apprenticeship and Trades Project, in conjunction with the Manitoba Department of Competitiveness, Training and Trade and the Aboriginal Human Resources Development Council of Canada.

Within the Departmental goal of meeting constitutional obligations and responsibilities, Policy and Strategic Initiatives undertook the following activities:

- Undertook work with Office of the Treaty Commissioner to promote greater understanding of treaty obligations by holding a Treaty Days event at the Legislative Building;
- Worked with various committees and groups related to the federal Bill C-8: *Family Homes on Reserves and Matrimonial Interests and Rights Act*, the United Nations Declaration on the Rights of Indigenous Peoples and the draft Declaration of the Rights of Indigenous Peoples from the Organization of American States.

To foster autonomous, accountable and sustainable Aboriginal and northern communities under the objective of Self-Determination:

- Assumed a leading role in tripartite processes representing the provincial government in discussions and negotiations on Aboriginal self-government and federal/provincial cooperative arrangements for Aboriginal peoples in forum such as:
 - the Sioux Valley First Nation self-government negotiations on the development of a Comprehensive Agreement, which may result in a model for future provincial community-based self-government agreements;
 - the Tripartite agreement and process with the federal government and the Aboriginal Council of Winnipeg to develop initiatives to address the priorities of Aboriginal people living in Winnipeg; and

Policy and Strategic Initiatives (continued)

- the Métis self-government negotiations with the Manitoba Métis Federation and the federal government to consider matters of priority to the Métis.
- Launched the development of a comprehensive Métis Policy, as recommended by the Aboriginal Justice Implementation Committee. Signed and funded a participation agreement with the Manitoba Métis Federation that has included a research phase. A consultation process involving Métis organizations and communities was initiated to obtain their views regarding principles to guide the policy.
- Administered the Aboriginal Development Program by:
 - Receiving business plans and disbursing core funding to the Aboriginal organizations;
 - Providing funding to the Manitoba Métis Federation Inc. and the Aboriginal Council of Winnipeg in support of tripartite negotiations; and
 - Assessing project proposals and disbursing grants for community-based projects benefiting Aboriginal communities.
- Cooperated with other provinces, territories and national Aboriginal groups to address Aboriginal issues and served as the chair-province for provincial/territorial discussions on Aboriginal issues.
- Continued to support Manitoba government's federal-provincial relations processes in preparation for meetings of the Western premiers and of the Council of the Federation.

Other general program support activities consisted of:

- Responding to requests from other departments to review policies, programs and proposals and provide advice on matters that may concern Aboriginal Manitobans;
- Coordinating information and providing reports to decision-makers on government activities in response to Aboriginal Justice Implementation Commission (AJIC) report recommendations;
- Providing support and information to the Aboriginal Issues Committee of Cabinet; and
- Providing data/statistics and related analysis, as well as general information on the Aboriginal population to other departments and to organizations external to the provincial government.

Policy and Strategic Initiatives (continued)

Major Accomplishments include:

- The approved 2008/09 budget for the Aboriginal Development Program (ADP) was \$3,031.8. It supported operating costs for eight Aboriginal organizations: Manitoba Keewatinook Ininew Okemowin, Southern Chiefs Organization, Assembly of Manitoba Chiefs, Manitoba Métis Federation, Mother of Red Nations, Manitoba Association of Friendship Centres, which includes 11 Friendship Centres throughout the province, the Manitoba Sport & Recreation Council and the Manitoba Association of Aboriginal Languages. It also supports costs for two tripartite agreements between Canada, Manitoba and the Manitoba Métis Federation and the Aboriginal Council of Winnipeg.
- This amount also includes the Small Grants Component of the ADP which supports capacity building activities of community-based organizations. In 2008/2009, the ADP Fund supported 44 small projects.
- The approved 2008/09 budget for the Aboriginal Economic and Resource Development (AERD) Fund was \$1.4 million. The AERD Fund supports projects that demonstrate an ability to achieve improved well-being for Aboriginal Manitobans. Priority is given to projects that address the critical employment situation for Aboriginal people and to projects that assist in addressing the goals of the Northern Development Strategy. In 2008/2009, the AERD Fund supported 55 projects with a total of \$ 1,384.9 in grants. The total budgeted value of the 55 projects is \$ 15,783.4. Total revenue leveraged from sources other than provincial government for the AERD projects was \$ 12,545.8.
- Aboriginal and Northern Affairs worked with Manitoba Health on the National Aboriginal Health Summit held on March 3 and 4, 2008 in Winnipeg. The Premier of Manitoba co-hosted the Summit's evening events with the Assembly of Manitoba Chiefs and the Manitoba Métis Federation. Over 200 delegates and Aboriginal health experts attended the Summit. Provinces, territories and the five national Aboriginal organizations participated: The Assembly of First Nations, Métis National Council, Inuit Tapiriit Kanatami, Native Women's Association of Canada and Congress of Aboriginal Peoples.
- As a member of the Regional Aboriginal Women's Gathering Planning Committee, the Department held the first of four gatherings at the Opaskwayak Cree Nation. The gathering provided an opportunity for eighty community members to participate and identify priority areas important to their communities. The recommendations from this, as well as from future gatherings will inform Manitoba's priorities as they relate to the National Aboriginal Women's Summit (NAWS) process and strategic action plan.

Policy and Strategic Initiatives (continued)

- Aboriginal and Northern Affairs represents the Government of Manitoba as co-chair of the NAWS National Planning Committee towards the planning of the third NAWS Summit, to occur in 2010.
- Aboriginal and Northern Affairs, with input from other departments, developed a framework for efforts in the four priority policy areas of Closing the Gap, a ten-year initiative to reduce disparities between Aboriginal and non-Aboriginal Manitobans.
- Manitoba and the Assembly of Manitoba Chiefs have signed an agreement for a First Nations Economic Development Fund which was incorporated in October 2007 as the "First Peoples Economic Growth Fund". The agreement is for a period of five years and \$ 3,835.0 was provided in 2008/09. The Fund had its Grand Opening in September 2008 and has been in operation since then.
- Manitoba and the Manitoba Métis Federation, along with the government of Canada, are jointly working on the implementation of the Métis Economic Strategy. A Métis Economic Development Table, with Ministerial representatives from Manitoba and Canada and Portfolio Chairs from the Manitoba Métis Federation, met regularly to provide direction. A Métis Economic Development Fund has been identified as a priority for early implementation.
- Manitoba and the Manitoba Métis Federation came to an understanding on the terms and conditions regarding work on a Manitoba Métis Policy, which has led to the signing of a participation agreement that will guide joint work on this priority. It is anticipated that the policy will enhance the relationship that exists between Manitoba and the MMF leading to an increased effectiveness in the way that both broad government initiatives and devolved provincial programs are delivered. A phase of extensive consultation with Métis organizations and communities was initiated.
- The Department of Aboriginal and Northern Affairs is a co-funder of the Partners for Careers Program (PFC). The objective of this program is to assist Aboriginal graduates in Winnipeg and Aboriginal job seekers in rural Manitoba, in moving into careers involving full-time work. The Centre for Aboriginal Human Resource Development (CAHRD) provides placement services in Winnipeg, while ten Manitoba Friendship Centres serve those who reside in communities outside the greater Winnipeg area. The office of the Executive Director operates a storefront information centre in the Murdo Scribe Centre, at 510 Selkirk Avenue, and serves as a signpost to a broad range of programs, services, and agencies. The office also produces the "Guide to Winnipeg for Aboriginal Newcomers" – a pocket-sized guide to essential services in Winnipeg for rural and northern people moving to the City.

Policy and Strategic Initiatives (continued)

Total financial support in 2008/09 for the PFC Program was \$1,139.0 with \$444.2 from Canada (HRSDC) and \$707.0 from Manitoba; Education, Citizenship and Youth and Competitiveness, Trade and Training (\$507.0). Aboriginal and Northern Affairs contributed \$200.0.

In 2008/09, Staffing Solutions at CAHRD registered 258 new clients, over 60% of which were placed successfully in employment. The Indian and Métis Friendship Centres in rural and northern Manitoba registered 1517 new clients, with 33% of them moving into jobs and over 12% into training placements.

19.2(C-3) Policy & Strategic Initiatives

Expenditures by Sub-Appropriation	Actual 2008/2009	Estimate 2008/2009	Variance Over (Under)	Expl. No.
	\$	FTE	\$	
Salaries & Employee Benefits	865	11.00	946	(81)
Other Expenditures	370		366	4
Aboriginal Development Programs	3,037		3,032	5
Aboriginal Economic and Resources Development Fund	1,825		1,400	425
Partners For Careers	200		200	-
First People's Economic Growth Fund	3,858		3,835	23
Total Expenditures	10,155	11.00	9,779	376

Aboriginal Affairs Secretariat (continued)

Aboriginal Consultation Unit

The Aboriginal Consultation Unit works to ensure that Crown consultations are conducted in a meaningful way with First Nations and Aboriginal communities about government decisions that might affect the exercise of Aboriginal and Treaty rights.

The mandate and role of the Unit is to:

- Facilitate Crown-Aboriginal consultations on proposed large-scale projects;
- Develop an overall government strategy on Crown-Aboriginal Consultations, including an internal process for addressing 'day-to-day' activities that require Crown-Aboriginal consultations;
- Provide education and training to government departments on Manitoba's constitutional duty to consult; and
- Inform and educate First Nations and Aboriginal communities about Manitoba's draft Policy and Guidelines for Crown Consultations with Aboriginal peoples to ensure a common understanding.

Activities:

The Aboriginal Consultation Unit has maintained a staffing level of two Facilitators, the Director and the Administrative Assistant.

Work continues in partnership with the Manitoba Civil Service Commission to update, monitor and deliver the education course entitled *Duty to Consult: Crown-Aboriginal Consultations - The Way Forward* for all government departments.

- The two-day course provides provincial employees, whose work may infringe Treaty and Aboriginal rights, with a working knowledge of Manitoba's Draft Policy and Guidelines for Crown Consultations with Aboriginal Peoples, the guidelines supporting the draft Policy, Treaty and Aboriginal rights and the skills required to conduct Crown-Aboriginal consultations.
- The course has been delivered to approximately 120 Civil Servants to date and will continue to be available on a monthly basis (September to June) to staff within government.

Provide secretariat support to the Crown-Aboriginal Consultation Interdepartmental Working Group.

Developed policy, guidelines and templates to support government staff in the implementation of Crown Consultations.

Aboriginal Consultation Unit (continued)

Implemented an engagement strategy with First Nations and Métis communities and organizations on the role of the Aboriginal Consultation Unit and Manitoba's Draft Policy and Guidelines on Crown Consultations with Aboriginal Peoples.

Initiated and participated in the Crown Consultation Steering Committee's consultation planning process for a number of proposed projects in Manitoba. The processes included are as follows:

- Dauphin Lake Fisheries
- Minago Mine
- Cross Lake Community Settlement Agreement
- Kelsey Re-Runnering
- Pointe Du Bois Modernization
- Churchill River Diversion – Final License
- Keeyask Early Infrastructure
- Bi-pole III
- Maskwa Mine
- Northland Denesuline

Completed a summary of all Crown-Aboriginal consultations undertaken by government departments to assist in establishing and maintaining an index of all consultation activities across government and in identifying resources required by departments, First Nations and Aboriginal communities for conducting Crown-Aboriginal consultations.

Major Accomplishments:

Initiated and completed a number of crown consultation processes throughout the province through the implementation of the draft Policy for Crown Consultations with Aboriginal Peoples.

Completed the development of the OSD course entitled Duty to Consult: Crown-Aboriginal Consultations. Monitored the delivery of the course which was delivered in 2008-2009 to approximately 100 civil servants.

Established community cost guidelines to support the implementation of crown consultations. Developed policy, guidelines and templates for the implementation and recording Crown-Aboriginal consultations undertaken by provincial government departments.

Aboriginal Consultation Unit (continued)

19.2(C-4) Aboriginal Consultation Unit

Expenditures by Sub-Appropriation	Actual 2008/2009 \$	Estimate 2008/2009 FTE	Variance Over (Under)	Expl. No.
Salaries & Employee Benefits	290	4.00	282	8
Other Expenditures	197		188	9
Total Expenditures	487	4.00	470	17

Communities Economic Development Fund

Gordon Wakeling - General Manager and CEO

The Communities Economic Development Fund is a provincial Crown Corporation (*Communities Economic Development Fund Act – C155 Consolidated Statutes of Manitoba*) whose objective is to encourage economic development in Northern Manitoba with specific emphasis on the needs of small business and community development corporations. It may do so by providing financial and other forms of assistance. CEDF delivers services under four program areas.

The Business Loans Program provides financial assistance in the form of loans and loan guarantees for viable economic enterprises unable to obtain financing on acceptable terms from other sources. The loan applicants must comply with specific criteria, established in regulations, to become eligible. Business loans can be for the purposes of start-up, expansion, and in certain cases, restructuring.

The Fisherman's Loan Program (formerly under Part III of *The Fisheries Act*) assists the commercial fishery with the purchase or repair of fishing equipment and the purchase of quota entitlements. The program is available to licensed Manitoba commercial fishermen over 18 years of age.

The Fund's Team program is a micro-enterprise development program. The program supports clients with technical assistance and financial assistance in the form of loans.

In addition, CEDF delivers programs under the Rural Economic Development Initiative on a contract basis and can provide consulting assistance to communities and individual entrepreneurs in the North.

Details of the Development Fund's Financial Statement and current activities are available in its Annual Report.

19.2(D) Communities Economic Development Fund

Expenditures by Sub-Appropriation	Actual 2008/2009 \$	Estimate 2008/2009 FTE	Variance Over (Under) \$	Expl. No.
Total Expenditures	1,506		1,515	(9)

Amortization of Capital Assets

This represents the amortization of the Department's computer equipment provided by Desktop Management and the Better Methods (SAP) initiatives.

19.4 Amortization of Capital Assets

Expenditures by Sub-Appropriation	Actual 2008/2009 \$	Estimate 2008/2009 FTE	Variance Over (Under) \$	Expl. No.
Total Expenditures	143		144	(1)

Financial Information

Reconciliation Statement

DETAIL	2008/2009 ESTIMATES
2008/2009 Main Estimates	\$40,580
Transfer from Internal Reform, Workforce Adjustment and General Salary Increases – Pension Liability	240
Transfer From Internal Reform, Workforce Adjustment and General Salary Increases – Wage Adjustment	135
Restatement of Capital Grants Loan Act Authority	(4,753)
Restatement for Principal and Interest – Capital Infrastructure Projects	374
Transfer to Department of Science, Technology, Energy and Mines – Desktop Services – Amortization Expense	(14)
2008/2009 ESTIMATES	\$36,562

Department of Aboriginal and Northern Affairs

Expenditure Summary

For fiscal year ended March 31, 2009 with comparative figures for the previous year.

Estimate 2008/2009 \$(000's)	Appropriation	Actual 2008/2009 \$(000's)	Actual 2007/2008 \$(000's)	Increase (Decrease) \$(000's)	Explanation No.
19-1 Aboriginal and Northern Affairs Executive					
45	a) Minister's Salary	27	42	(15)	
897	b) Executive Support	851	813	38	
<u>273</u>	Salaries	<u>273</u>	<u>273</u>	<u>-</u>	
1,170	Expenditures	1,124	1,086	38	
 1,215	 Total 19-1	 1,151	 1,128	 23	

Expenditure Summary (continued)

Estimate 2008/2009 \$'000's)	Appropriation	Actual 2008/2009 \$'000's)	Actual 2007/2008 \$'000's)	Increase (Decrease) \$'000's)	Explanation No.
19.2 Aboriginal and Northern Affairs Operations					
426	a) Financial and Administrative Services				
113	Salaries	359	409	(50)	
539	Expenditures	<u>116</u>	<u>116</u>	-	
		475	525	(50)	
234	b-1) Programs and Operational Support				
90	Salaries	248	213	35	
9,527	Expenditures	98	100	(2)	
478	Community Operations	9,806	9,208	598	
324	Regional Services	478	485	(7)	
585	Grants	323	323	-	
5,069	Northern Healthy Foods Initiative	585	428	157	
374	Capital Grants	9,822	9,822	-	
16,681	Community Capital Support	<u>-</u>	<u>-</u>	-	
		21,360	20,579	781	
1,024	b-2) Northern Region				
376	Salaries	832	956	(124)	
1,400	Expenditures	<u>359</u>	<u>368</u>	<u>(9)</u>	
		1,191	1,324	(133)	
1,012	b-3) North Central Region				
314	Salaries	909	941	(32)	
1,326	Expenditures	<u>309</u>	<u>291</u>	<u>18</u>	
		1,218	1,232	(14)	

Expenditure Summary (continued)

Estimate 2008/2009 \$(000's)	Appropriation	Actual 2008/2009 \$(000's)	Actual 2007/2008 \$(000's)	Increase (Decrease) \$(000's)	Explanation No.
19.2 Aboriginal and Northern Affairs Operations (continued)					
	b-4) Northern Affairs Fund				
244	Salaries	210	256	(46)	
<u>54</u>	Expenditures	<u>57</u>	<u>55</u>	<u>2</u>	
298		267	311	(44)	
	b-5) Program Planning and Development				
640	Salaries	501	516	(15)	
<u>140</u>	Expenditures	<u>143</u>	<u>161</u>	<u>(18)</u>	
780		644	677	(33)	
	c-1) Support Services				
363	Salaries	344	367	(23)	
<u>82</u>	Expenditures	<u>82</u>	<u>82</u>	<u>-</u>	
445		426	449	(23)	
	c-2) Agreements Management				
556	Salaries	512	515	(3)	
133	Expenditures	525	770	(245)	
	Recovery From Enabling Vote (26-1)	(436)	(650)	214	
1,281	Agreements Implementation	<u>1,266</u>	<u>1,225</u>	<u>41</u>	
1,970		1,867	1,860	7	

Expenditure Summary (continued)

Estimate 2008/2009 \$'000's	Appropriation	Actual 2008/2009 \$'000's	Actual 2007/2008 \$'000's	Increase (Decrease) \$'000's	Explanation No.
19.2 Aboriginal and Northern Affairs Operations (continued)					
c-3) Policy & Strategic Initiatives					
946	Salaries	865	759	106	
366	Expenditures	370	406	(36)	
3,032	Aboriginal Development Programs	3,037	2,802	235	
Aboriginal Economic and Resources					
1,400	Development Fund	1,825	1,379	446	
200	Partners for Careers	200	200	-	
3,835	First Nations Economic Development Fund	3,858	3,110	748	
9,779		10,155	8,656	1,499	
c-4) Aboriginal Consultation Unit					
282	Salaries	290	47	243	
188	Expenditures	197	145	52	
470		487	192	295	
1,515	d) Communities Economic Development Fund	1,506	1,760	(254)	
35,203	Total 19.2	39,596	37,565	2,031	

Expenditure Summary (continued)

Estimate 2008/2009 \$(000's)	Appropriation	Actual 2008/2009 \$(000's)	Actual 2007/2008 \$(000's)	Increase (Decrease) \$(000's)	Explanation No.
144	19-3 Amortization of Capital Assets	143	168	(25)	
144	Total 19-3	143	168	(25)	
36,562	TOTAL EXPENDITURES	40,890	38,861	2,029	1

Department of Aboriginal and Northern Affairs

Expenditure Summary by Main Appropriation

For fiscal year ended March 31, 2009 with comparative figures for the previous year.

Estimate 2008/2009 \$(000's)	Appropriation	Actual 2008/2009 \$(000's)	Actual 2007/2008 \$(000's)	Increase (Decrease) \$(000's)	Explanation No.
1,215	19-1 Aboriginal and Northern Affairs Executive	1,151	1,128	23	
35,203	19-2 Aboriginal and Northern Affairs Operations	39,596	37,565	2,031	
144	19-3 Amortization of Capital Assets	143	168	(25)	
36,562	Total	40,890	38,861	2,029	

Department of Aboriginal and Northern Affairs

Five Year Expenditure and Staffing by Appropriation (\$000's)

For years ending March 31, 2005 - March 31, 2009

Actual/Adjusted Expenditures

Appropriation	2004-2005		2005-2006		2006-2007		2007-2008		2008-2009	
	FTE	\$								
Aboriginal and Northern Affairs Executive	15.00	1,038	15.00	1,136	15.00	1,109	15.00	1,128	15.00	1,151
Aboriginal and Northern Affairs Operations	65.50	21,917	66.50	23,009	69.50	23,031	79.00	37,565	79.00	39,596
Acquisition/Construction	5.00	6,356	4.00	8,046	4.00	9,720	-	-	-	-
Amortization of Assets		176		175		170		168		143
Total Expenditure	85.50	29,487	85.50	32,366	88.50	34,030	94.00	38,861	94.00	40,890

Department of Aboriginal and Northern Affairs

Revenue Summary by Source (\$000's)

For year ended March 31, 2009 with comparative figures for the previous fiscal year

Actual 2007/2008	Actual 2008/2009	Increase (Decrease)	Source	Actual 2008/2009	Estimate 2008/2009	Variance	Expl. No.
Other Revenue:							
1 <u>113</u> 114	1 <u>110</u> 111	- <u>(3)</u> (3)	a) Sundry Recoveries From Community Councils Chief Place of Residency	1 <u>110</u> 111	130 <u>130</u> 130	1 <u>(20)</u> (19)	
57	84	27	a) Northern Flood	84	100	(16)	
171	195	24	TOTAL DEPARTMENT	195	230	(35)	

DEPARTMENT OF ABORIGINAL AND NORTHERN AFFAIRS

FISCAL YEAR 2008-09

PERFORMANCE REPORTING

The following section provides information on key performance measures for the department for the 2008-09 reporting year. This is the third year in which all Government of Manitoba departments have included a Performance Measurement section, in a standardized format, in their Annual Reports.

Performance indicators in departmental Annual Reports are intended to complement financial results and provide Manitobans with meaningful and useful information about government activities, and their impact on the province and its citizens.

For more information on performance reporting and the Manitoba government, visit www.manitoba.ca/performance

Your comments on performance measures are valuable to us. You can send comments or questions to mbperformance@gov.mb.ca.

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2008-2009 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Well-being / economic success of Aboriginal people in Manitoba, as measured by the difference between Aboriginal and non-Aboriginal median income for individuals age 15 and over.	Economic success as measured by income directly affects the standard of living and general level of well-being of individuals and families. The difference in median income levels provides one indicator of the relative well-being of Aboriginal people in Manitoba. Our goal is to see this gap decreasing over time.	According to the 1996 Census, Aboriginal people age 15 and over had a median income of \$11,658 as compared to the non-Aboriginal median income of \$21,869. This reflects a difference of \$10,211. The above figures are adjusted to reflect 2005 dollars.	According to the 2006 Census, Aboriginal people age 15 and over had a median income of \$15,246 as compared to the non-Aboriginal median income of \$25,614. This reflects a difference of \$10,368.	Thus far the gap in median income appears stable. In absolute terms income levels of both groups have grown since 1996.	This indicator is measurable once every five years via the Census. A variety of factors combine to influence median income levels. Income levels vary greatly among Aboriginal groups (i.e., First Nations, Métis and Inuit).

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2008-2009 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
<p>Well-being / economic engagement of Aboriginal people in Manitoba, as measured by the difference between Aboriginal and non-Aboriginal unemployment rates for individuals age 25 - 54.</p>	<p>Engaging Aboriginal people in the economy is critical to the future success of Manitoba's economy and contributes to the well-being of Aboriginal people in Manitoba.</p> <p>The difference in unemployment rates provides one indicator of the relative engagement and well-being of Aboriginal people in Manitoba.</p> <p>Our goal is to see this gap decreasing over time.</p>	<p>According to the 2001 Census, Aboriginal people age 25 - 54 had an unemployment rate of 17.2% as compared to the non-Aboriginal unemployment rate of 3.6%. This reflects a difference of 13.6 percentage points.</p>	<p>According to the 2006 Census, Aboriginal people age 25 - 54 had an unemployment rate of 13.4% as compared to the non-Aboriginal unemployment rate of 3.2%. This reflects a difference of 10.2 percentage points.</p>	<p>It is difficult to assume a trend from two measures; so far there is a decrease in the unemployment rate gap, which is encouraging.</p> <p>Over time, when additional data becomes available, we may be able to see whether a trend is developing.</p> <p>Unemployment rates have decreased in absolute terms for both groups since 2001.</p>	<p>This indicator is measurable once every five years via the Census.</p> <p>A variety of factors combine to influence unemployment rates.</p> <p>Unemployment rates vary greatly among Aboriginal groups (i.e., First Nations, Métis and Inuit).</p> <p>Manitoba's Aboriginal and non-Aboriginal populations have different age structures. For example, the median age of Aboriginal people in 2006 was 24 years as opposed to the non-Aboriginal median age of 40 years.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2008-2009 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
Well being / educational attainment of Aboriginal people in Manitoba, as measured by the difference between the proportion of Aboriginal and non-Aboriginal people age 25 - 64 with a high school graduation certificate or greater.	<p>Educational attainment affects the standard of living and general level of well-being of individuals and families.</p> <p>The difference in educational attainment with a focus on high school completion provides one indicator or the relative well-being of Aboriginal people in Manitoba.</p> <p>Our goal is to see this gap decrease over time.</p>	<p>Statistics Canada changed the method for collecting data on Aboriginal education. This has resulted in a re-establishing the baseline to 2006.</p> <p>Previous baseline: According to the 2001 Census, 44.0% of Aboriginal people age 15 and over had a high school graduation certificate or greater as compared to 64.0% for non-Aboriginal people. This reflects a difference of 24 percentage points.</p>	<p>According to the 2006 Census 59% of Aboriginal people age 25 - 64 had a high school graduation certificate or greater as compared to 83% for non-Aboriginal people. This reflects a difference of 24 percentage points.</p> <p>Between the 2001 and 2006 Census, the number of Aboriginal people that have attained a Bachelor's Degree have increased by 53% compared to 9.3% for Non-Aboriginal.</p> <p>The number of Master's degree for Aboriginal people have increased by 82% vs. 25% for Non-Aboriginal.</p> <p>Trade certificate /Diploma have increased by 9.5% for Aboriginal peoples vs. a decrease of 7.5% for Non-Aboriginal.</p>	<p>Given changes made to the Census questions related to education previous results are not comparable to 2006 figures.</p> <p>Over time, when additional data becomes available using this new question format, we may be able to see whether a trend is developing.</p>	<p>This indicator is measurable once every five years via the Census.</p> <p>A variety of factors combine to influence educational attainment.</p> <p>Levels of educational attainment vary greatly among Aboriginal groups. (i.e., First Nations, Métis and Inuit).</p> <p>Manitoba's Aboriginal and non-Aboriginal populations have different age structures. For example, the median age of Aboriginal people in 2006 was 24 years as opposed to the non-Aboriginal median age of 40 years.</p> <p>For the period report there was an overall loss of tradespersons in Manitoba due to retirements and to out-migration to better wage-paying jurisdictions during the building boom of a few years ago.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2008-2009 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
<p>Progress of Treaty Land Entitlement (TLE) land transfers as measured by the number of acres transferred by Manitoba to Canada.</p>	<p>Acreage transferred to Canada under TLE indicates a fulfillment of Manitoba's Constitutional obligation to Entitlement First Nations and may lead to increased economic and social opportunities for Entitlement First Nations as their land base is increased.</p> <p>Ideally, we want to see this total number of acres increase over time. The number of acres transferred each year will vary due to the required input/efforts of the other parties involved in the process.</p> <p>A commitment of 150,000 acres/year for the next four years beginning in August, 2006, has been made by Canada. The total transferred in a year will be calculated in August of each year.</p>	<p>Under existing TLE agreements, Entitlement First Nations may select or purchase a total of 1,423,110 acres of land.</p> <p>Note: The Peguis Treaty Entitlement Agreement was signed on April 29, 2008, which increased the total number of acres for all TLE agreements.</p> <ul style="list-style-type: none"> • Percentages have changed due to baseline acres of land to transfer 	<p>As at March 31, 2006, Manitoba has transferred 195,907 acres (14%) of Crown land and/or residual interests in land to Canada.</p> <p>As of March 31, 2007, Manitoba transferred 295,689 acres (21%) of Crown land and/or residual interests in land to Canada.</p> <p>As of March 31, 2008, Manitoba has transferred 427,926 acres (30%) of Crown land and/or residual interests in land to Canada.</p> <p>As of March 31, 2009, Manitoba transferred 458,418 acres (31%) of Crown land and/or residual interests in land to Canada.</p>	<p>An increasing number of acres transferred to Canada for conversion to reserve status.</p> <p>The amount of land transferred in a given year is dependent on numerous parties and reflects years of effort leading up to transfer. As issues that impact the transfer of land are addressed, transfers of land for Entitlement First Nations will increase.</p> <p>In July 2007, the Premier announced Manitoba's desire to complete the transfer of 1.2 million acres in the next four years (July 2007). The November 20, 2007 Throne Speech also identified the government's commitment to expediting Treaty Land Entitlement.</p>	<p>Although a reflection of Manitoba meeting its Constitutional obligations, acreage transferred to Canada in a given year reflects work that has occurred over a number of years. It is also a limited measure of its potential impact on the economic benefit of land transfers. For example, a relatively small parcel of land transferred to reserve status that is close to an urban centre may have much greater impact than a very large parcel in a far northern location that has been selected for purely cultural or historical reasons by the Entitlement First Nation.</p> <p>In the land transfer process, Manitoba transfers the land to Canada, who then sets the land apart as reserve for the use and benefit of the First Nation. Although Manitoba is involved in the second part of the process, it does not control it. In this measurement, we are reporting the land transferred by Manitoba to Canada.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2008-2009 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
<p>The water quality in communities that are recognized under The Northern Affairs Act as measured by the number of boil water orders and boil water advisories issued for water treatment plants for which the department holds licenses.</p> <p>This indicator may change with the introduction of provincial drinking water quality standards.</p>	<p>Boil water orders and advisories identify water quality issues that pose a risk to public health and focus on systems that are not meeting the standards for safe drinking water.</p> <p>Ideally, we want to see the number of boil water orders and advisories at zero each year.</p>	<p>Six boil water advisories were issued in 2005-06 of which three were in effect on March 31, 2006.</p>	<p>7 boil water advisories were issued in 2008-09 out of 38 water treatment facilities of which 2 remained in effect at March 31, 2009 due to a need for operator training.</p> <p>A boil water advisory carried over from 2007-08 is due to mechanical failures and lack of a trained operator.</p> <p>At March 31, 2009, 3 boil water advisories carried over from 2005-06 remained in effect due to a water source which is beyond local control, a community that lacks a trained water operator, and a system for which resolution of issues remains under discussion.</p>	<p>Each boil water order or advisory is related to a specific set of circumstances including conditions at source, plant and operator performance</p> <p>A trend cannot be isolated based solely on the number of boil water advisories, but analysis of the circumstances that precipitated the advisories indicates that a majority of advisories were issued due to infrastructure or equipment failure.</p> <p>Manitoba Aboriginal and Northern Affairs maintains 38 water treatment facilities across northern Manitoba, and the 7 advisories noted were in 5 facilities, or in less than 2% of the 38 facilities.</p>	<p>To support communities' abilities to maximize their water quality, Aboriginal and Northern Affairs has sponsored a Water Operator Certification Program and continues to provide support for water operator training</p> <p>In addition, our department supports water plant infrastructure upgrades on a priority basis through our Capital Program. This will enhance communities' capacity to maintain good water quality over time. In 2008-09 the department provided \$2.17 million to replace and/or upgrade water treatment systems in northern communities.</p>

What is being measured and using what indicator?	Why is it important to measure this?	Where are we starting from (baseline measurement)?	What is the 2008-2009 (current year) result or most recent available data?	What is the trend over time?	Comments / recent actions / report links
The autonomy of communities recognized under the Northern Affairs Act as measured by the number of those communities incorporated.	<p>Incorporation represents the most autonomous and independent status that a community can achieve.</p> <p>Our goal is to see the number of incorporated communities increasing over time.</p>	<p>As of March 31, 2006, two communities out of 50 were incorporated.</p> <p>Incorporation is not a viable option at this time for all of the 50 Northern Affairs communities.</p>	As of March 31, 2009, the number of communities incorporated remained at two.	The first community to incorporate was in 1999. In total, three communities have incorporated, one of which has since transferred to reserve status in 2005-06.	<p>The Local Government Development Division actively promotes incorporation for communities that have achieved an advanced level of development.</p> <p>Communities making this transition are supported with additional resources for the first two years after incorporation.</p> <p>Two communities are expected to incorporate in 2009-10.</p>

